

**Council on Postsecondary Education  
Committee on Equal Opportunities  
August 20, 2001**

**Morehead State University  
Reconsideration of Request for a Qualitative Waiver**

---

***Action: No staff recommendation is offered***

---

The Committee on Equal Opportunities makes a recommendation to the Council on Postsecondary Education on the granting of waivers. The committee's recommendation for a waiver of the requirements of KRS 164.020(18) must be based on the combination of the data provided in the agenda and the presentation of the institution on the date of the meeting. The committee, in its recommendation to the council, must identify the extenuating circumstances that prevented the institution from making the necessary progress and those things that indicate the probability of success in the future.

The statutes establish the council's responsibility to approve the offering of new academic programs (KRS 164.020(14)) and also limit (KRS 164.020(18)) an institution's eligibility for new academic programs by the requirement that an institution meets its equal opportunity objectives. The statutes give the council authority to grant a temporary waiver if an institution demonstrates progress in meeting equal opportunity objectives. The administrative regulation, 13 KAR 2:060, establishes the criteria used to determine an institution's compliance with equal opportunity objectives, and for the granting of a temporary waiver to a state-supported postsecondary education institution which has not met its objectives.

**Discussion:**

Morehead State University, with the approval of the Board of Regents (3-3-2001), has requested a temporary waiver of the requirements of KRS 164.020(18) to allow approval of new academic programs during calendar year 2001. If a waiver is granted, the number of new academic programs that Morehead may approve or ask the council to approve during calendar year 2001 is unlimited. If a waiver is granted for calendar year 2001, Morehead will not be eligible for a waiver in calendar year 2002.

The administrative regulation identifies three ways an institution may be eligible to approve new degree programs or to have new degree programs considered for approval:

- Automatic eligibility: continuous progress in six of eight objectives in *The Kentucky Plan*.
- Quantitative waiver: continuous progress in five of eight objectives in *The Kentucky Plan*.

- Qualitative waiver: the submission of information in support of outstanding efforts that were attempted which have not yet proven to be successful.

Morehead chose the qualitative waiver route. An institution not automatically eligible under Section 6 of the administrative regulation may request a one (1) year waiver (under Section 7) which shall be either quantitative or qualitative. Based on the evaluation of institutional progress in implementing plan objectives (**Attachment A**), Morehead is eligible to request a qualitative waiver under 13 KAR 2:060(7)(4). Morehead has submitted to the council a resolution approved by the institution's governing board and a qualitative assessment, as appropriate, of the institution's efforts to achieve the objectives as set forth in *The Kentucky Plan*.

A qualitative waiver may be approved for an institution failing to meet annual objectives if the institution can demonstrate:

- (a) Outstanding efforts that were attempted which have not yet proven to be successful or extraordinary circumstances that precluded success.
- (b) How the institution's revised plans for recruitment and retention of African American students or employees show promise of future success.

The written request for a qualitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including:

- (a) Commitment of funds to equal opportunity related activities.
- (b) Financial aid distribution.
- (c) Student services activities.
- (d) High school visitations and results.
- (e) Academic support services.
- (f) Number of interviews granted to African American applicants for positions.
- (g) Offers of employment made that are accepted or rejected.
- (h) Utilization of funds to stimulate units to improve their employment data.
- (i) Special actions for units within an institution where additional efforts are required.
- (j) An evaluation of long-range data trends for those objectives that fell below expectations.

Following review of the institution's request for a qualitative waiver, the committee shall make a recommendation to the council whether a qualitative waiver should be granted. The council shall consider the institution's request for a qualitative waiver at a subsequent meeting of the council following submission of the information by the institution in support of their request and after a recommendation is forwarded from the committee.

The committee has recommended that the council grant five qualitative waivers since the passage of SB 398 [(KRS 164.020(18))]. The most recent report of Morehead's use of Equal Educational Opportunity funds is included as **Attachment B**.

In support of their request, the university:

- Hosted Lincoln Foundation's Whitney Young Scholars Program (23 students participated).
- Employed African American Recruiter for Office of Admissions with primary focus in Lexington, Louisville, and Northern Kentucky area.
- Involved African-American alumni in the recruitment and retention of African American students.
- Hosted a record number of more than 100 students in the Governor's Minority Scholars College Program through the Minority Teacher Education Program.
- Projected increase in African American students enrolling as first-time freshmen for 2001 Fall Semester per data from Student Orientation, Advising and Registration (SOAR) programs.
- Established Multicultural Student Services Center located in highly visible, accessible area of campus.
- Created campus-wide Early Intervention Program.
- Changed "get-tough" probation policy (increased from two to three the number of semesters a student may remain on probation prior to dismissal).
- Implemented mid-term and end-of-semester intervention by the Multicultural Student Services staff.
- Established individual student consultations.
- Created an early intervention program to help students make academic progress.
- Initiated tutorial support at the Multicultural Student Services Center for African American students.
- Established and funded five Kentucky resident African American graduate assistantships with enhanced funding for each position.
- Continued work with UK and UofL on the "Faculty for the Future" fellowship program.
- Continued emphasis on the Graduate Preview Day that was initiated March 2001.
- Utilized minority teacher data bank of the Kentucky Department of Education to recruit Kentucky African American graduate students.
- Utilized Morehead State University alumni lists for recruitment of African American graduates for graduate and professional programs.
- Invited all current junior and senior African American students through individual mailings to consider enrolling in Morehead State University's graduate programs.
- Continued recruitment of African American graduate students through Historically Black Colleges and Universities with special emphasis on Kentucky State University students.
- Reinforced authority of Affirmative Action Officer in hiring processes.
- Intervened in nearly 100 employment searches and terminated two searches due to inadequate minority representation in pool.
- Interviewed all African American applicants meeting minimum qualifications for all positions for which they applied.
- Employed African American faculty member to supervise student teachers and teach in the College of Education.
- Reconstituted and renamed the Affirmative Action Committee the Campus Environment Team/Affirmative Action Committee.
- Funded Action-Oriented Plans.

- Retained African American faculty member in Human Sciences by establishing a new position.
- Funded two newly created positions in the Colleges of Business and Education.
- Increased African American faculty from 10 to 13.
- Increased African American professional/non-faculty from 11 to 12 (of 16 African American applicants, 4 were interviewed, 3 accepted employment, and one declined).

Other information provided by Morehead in support of this request is included as **Attachment C**.

Staff Preparation by Sherron Jackson

## Attachment A

### **INSTITUTION: Morehead State University**

Degree Program Eligibility Status for Calendar Year 2001

#### 1. Kentucky Resident African American Undergraduate Enrollments

	F96	F97	F98	F99	Objective
African American	186	205	233	222	----
% of Total	3.1%	3.5%	4.0%	3.8%	1.7%

Continuous Progress Status: Achieved

System Enrollment of First-Time Freshmen: 8.1%

Campus Diversity Factor: +17

#### 2. Retention of First-Year Kentucky Resident Students

	F96/F97	F97/F98	F98/F99	F99/F00	Objective
African American	28 of 52 62.3%	33 of 53 53.8%	41 of 68 60.3%	24 of 45 53.3%	71.1%
White	613 of 947 67.4%	671 of 996 64.7%	668 of 1,106 60.4%	698 of 1,113 62.7%	71.1%

Continuous Progress Status: Not Achieved

#### 3. Retention of all Kentucky Resident Undergraduate Students

	F96/F97	F97/F98	F98/F99	F99/F00	Objective
African American	139 of 186 74.7%	140 of 205 68.2%	156 of 229 68.1%	139 of 206 67.5%	74.3%
White	4,356 of 5,803 75.1%	4,163 of 5,615 74.1%	4,049 of 5,569 72.7%	3,894 of 5,325 73.1%	74.3%

Continuous Progress Status: Not Achieved

#### 4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1993 Cohort

	96-97	97-98	98-99	99-00	Objective
African American	7 of 29 24.1%	4 of 14 28.5%	8 of 14 57.1%	8 of 24 33.3%	40.3%
White	237 of 521 45.5%	277 of 575 48.1%	302 of 629 48.0%	255 of 590 43.2%	40.3%

Continuous Progress Status: Not Achieved

Morehead State University – Degree Program Eligibility Status for Calendar Year 2001

Page 2

5. Kentucky Resident Graduate Student Enrollments

	F96	F97	F98	F99	Objective
African American	9	15	17	13	---
Total (AA+W)	1,416	1,411	1,389	1,410	---
%African American	0.6%	1.1%	1.2%	0.9%	1.3%

Continuous Progress Status: Not Achieved

6. Employment of African Americans in Executive, Administrative, and Managerial Positions

	96-97	97-98	98-99	99-00	Objective
African American	2	2	3	2	---
Total (AA+W)	44	43	48	51	---
%African American	4.5%	4.7%	6.3%	3.9%	3.9%

Continuous Progress Status: Achieved

7. Employment of African Americans as Faculty

	96-97	97-98	98-99	99-00	Objective
African American	8	11	11	9	---
Total (AA+W)	319	305	309	307	---
%African American	2.5%	3.6%	3.6%	2.9%	3.5%

Continuous Progress Status: Not Achieved

8. Employment of African Americans as Other Professionals

	96-97	97-98	98-99	99-00	Objective
African American	12	7	11	11	---
Total (AA+W)	252	257	257	267	---
%African American	4.8%	2.7%	4.3%	4.1%	3.8%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 8 OBJECTIVES**  
**Based on Academic Year 1999-00**

**Attachment B**

**Morehead State University  
Equal Educational Opportunity Funds  
Actual and Budgeted Expenditures  
Actual 1999-00 and Budgeted 2000-01**

**MEMORANDUM**

**TO:** Members, Committee on Equal Opportunities

**FROM:** Ronald G. Eaglin

**DATE:** August 1, 2001

**RE:** Supplemental Information in Support of Request  
for Qualitative Waiver

Attached is a narrative of the progress we have made since your April meeting toward meeting the objectives of the Kentucky Plan for Desegregation. I am very proud of this information and of the effort put forth by our faculty, staff and administrators to demonstrate our commitment to diversity.

We feel strongly that Morehead State University today is in compliance with the letter and spirit of SB 398, that we have made continuous progress in meeting each of the objectives and that we are entitled to a qualitative waiver for the 2001-2002 fiscal year.

Please note that our report also reflects measurable attainments in meeting the additional commitments we made during our appearance at your April meeting.

The Committee's denial of our April request for a qualitative waiver had a galvanizing effect on our campus and today I believe we are more united than ever in our collective goal of providing an open, welcoming study and work environment for all people of color.

I look forward to sharing details with you at the meeting.

Attachment

RGE:cj



**HIGHLIGHTS OF MOREHEAD STATE UNIVERSITY'S  
ACCOMPLISHMENTS TOWARD THE GOALS OF  
THE KENTUCKY PLAN FOR DESEGREGATION**

**Since April 16, 2001**

**I. STUDENT RECRUITMENT AND ENROLLMENT (Objective 1)**

- **Hosted Lincoln Foundation's Whitney Young Scholars Program (23 students participated)**
- **Employed African-American Recruiter for Office of Admissions with primary focus in Lexington, Louisville, and Northern Kentucky area**
- **Involved African-American alumni in the recruitment and retention of African-American students**
- **Hosted a record number of more than 100 students in the Governor's Minority Scholars College Program through the Minority Teacher Education Program**
- **Projected increase in African-American students enrolling as first-time freshmen for 2001 Fall Semester per data from Student Orientation, Advising and Registration (SOAR) programs**

**II. STUDENT RETENTION (Objectives 2 and 3)**

- **Established Multicultural Student Services Center located in highly visible, accessible area of campus**
  - ❑ **Created laboratory with five computer stations and laser printer with access to scanner**
  - ❑ **Enhanced permanent staffing of Center with addition of secretary specialist**
  - ❑ **Established eight-carrel study area**
  - ❑ **Extended office and added weekend hours**
  - ❑ **Established three to five tutor positions for on-site tutorial help**
  - ❑ **Provided lounge area for recreation, social, and program activities**
- **Created campus -wide Early Intervention Program**
- **Changed "get-tough" probation policy (increased from two to three the number of semesters a student may remain on probation prior to dismissal)**

- Implemented mid-term and end-of-semester intervention by the Multicultural Student Services staff
- Established individual student consultations

### **III. STUDENT GRADUATION (Objective 4)**

- Created an early intervention program to help students make academic progress
- Initiated tutorial support at the Multicultural Student Services Center for African-American students

### **IV. GRADUATE PROGRAM ENROLLMENT (Objective 5)**

- Established and funded five Kentucky resident African-American graduate assistantships with enhanced funding for each position
- Continued work with UK and U of L on the “Faculty for the Future” fellowship program
- Continued emphasis on the Graduate Preview Day that was initiated in March 2001
- Utilized minority teacher data bank of the Kentucky Department of Education to recruit Kentucky African-American graduate students
- Utilized Morehead State University Alumni lists for recruitment of African-American graduates for graduate and professional programs
- Invited all current junior and senior African-American students through individual mailings to consider enrolling in Morehead State University’s graduate programs
- Continued recruitment of African-American graduate students through Historically Black Colleges and Universities with special emphasis on Kentucky State University students

### **V. EMPLOYMENT OF AFRICAN-AMERICANS (Objectives 6, 7 and 8)**

- Reinforced authority of Affirmative Action Officer in hiring processes
- Intervened in nearly 100 employment searches and terminated two searches due to inadequate minority representation in pool

- **Interviewed all African-American applicants meeting minimum qualifications for all positions for which they applied**
- **Employed African-American faculty member to supervise student teachers and teach in the College of Education**
- **Reconstituted and renamed the Affirmative Action Committee the Campus Environment Team/Affirmative Action Committee**
  - ❑ **Expanded Team's responsibilities**
  - ❑ **Appointed Executive Vice President for Academic Affairs to serve as a presidential appointment to the Team**
  - ❑ **Changed Affirmative Action Officer from a voting member to an ex-officio status to emphasize the consulting role of the Officer to the Team**
  - ❑ **Sent both the Chair of the Team and Affirmative Action Officer to the OCR Campus Climate Seminar in Niagara Falls, New York**
  - ❑ **Entered into a contract with William M. Mercer, Inc. to create campus climate surveys to be conducted early Fall 2001**
  - ❑ **Established a working agenda for the Team for 2001-2002**
  - ❑ **Engaged Dr. Alvin Herring to conduct diversity training workshops for the Team, as well as University students, personnel, and the Morehead community**
- **Funded Action-Oriented Plans**
  - ❑ **Retained African-American faculty member in Human Sciences by establishing a new position**
  - ❑ **Funded two newly created positions in the Colleges of Business and Education**
- **Increased African-American faculty from 10 to 13**
- **Increased African-American professional/non-faculty from 11 to 12 (of 16 African-American applicants, 4 were interviewed, 3 accepted employment, and one declined)**

**MOREHEAD STATE UNIVERSITY**

**SB398 REQUEST FOR QUALITATIVE WAIVER**

**August 2001**

Morehead State University renews its request for a qualitative waiver of the Council on Postsecondary Education's goal requirements as established under Senate Bill 398. The University is pleased to submit its progress in meeting the goals for minority enrollment, retention, and hiring as grounds for approval of a qualitative waiver.

Attached is a copy of the original qualitative waiver request submitted by Morehead State on April 16, 2001 (Attachment A). The Morehead State University Board of Regents adopted a resolution to request the waiver on March 3, 2001 and subsequently reaffirmed its support of the University's request for a waiver at its May meeting. At the April 16 CEO meeting, Morehead State University submitted supplemental information to support its request for a qualitative waiver (Attachment B). The following information updates the University's progress since that time.

As illustrated in Table 1, Morehead State has met the requirements established by Senate Bill 398 three of the last four years.

**Table 1**

<b>Calendar Year</b>	<b>Academic Year</b>	<b>Status</b>	<b># of Objectives Met</b>
<b>1998</b>	<b>1997-98</b>	<b>Quantitative</b>	<b>5 of 8</b>
<b>1999</b>	<b>1998-99</b>	<b>Automatic</b>	<b>6 of 8</b>
<b>2000</b>	<b>1999-00</b>	<b>Automatic</b>	<b>8 of 8</b>
<b>2001</b>	<b>2000-01</b>	<b>Qualitative</b>	<b>3 of 8</b>

Since the baseline objectives were established in 1995, Morehead State has requested only one quantitative waiver in 1998 (no new programs submitted) and now this reconsideration of the qualitative waiver request of April 2001.

Morehead State University has aggressively taken the following actions since April 2001. The University has clearly demonstrated a proactive approach to achieve and/or exceed the CPE's goal requirements as established under Senate Bill 398:

## **I. STUDENT RECRUITMENT AND ENROLLMENT (Objective 1)**

During the weeks of July 22 – August 4, Morehead State University proudly hosted the Lincoln Foundation's summer-based Whitney Young Scholars' Program. The University has committed funding to this program on a recurring basis and looks forward to sponsoring the event each year. The University anticipates this program will attract academically successful African-American students from the Louisville area to enroll at Morehead State University.

Morehead State University hired an African-American recruiter for the Office of Admissions. This position's primary responsibility will be to recruit students from the Louisville, Lexington, and Northern Kentucky areas.

The University's Minority Teacher Education Program hosted more than 100 Governor's Minority Scholars (middle to high school students) during the month of June. These scholars were introduced to college classes and life.

As previously reported, Morehead State's enrollment of Kentucky resident African-American undergraduates has increased from 167 in 1995 to 222 during the fall of 1999. In the April 16 request, fall 2000 enrollment for Kentucky resident African-Americans was maintained at 222, resulting in 3.3 percent, which exceeds the 1.7 percent goal established by the CPE.

Preliminary figures from the summer Student Orientation, Advising and Registration (SOAR) programs show an increase in the number of African-American students that will be enrolling as first-time freshmen for the 2001 fall semester.

African-American alumni have become more involved with the recruitment of African-American students to our campus.

## **II. STUDENT RETENTION (Objectives 2 and 3)**

As promised at the April 16 meeting, Morehead State University has created a new Multicultural Student Services Center that addresses the needs of African-American students. This facility is in a highly visible and accessible area of the campus. The existing staff members, consisting of the Director and the Minority Student Services Coordinator, as well as a newly employed Secretary Specialist, already have been relocated to the Center. The Center contains a laboratory with five computers, a laser printer, and access to a scanner. Additionally, the Center houses a study room with eight carrels and a lounge for recreation, conversation, and programs. The Center has extended its daily office hours and added weekend access.

Tutorial funding was provided for the Center, which will enhance the number of African-American students utilizing tutoring services. During the spring 2001

semester, 7.7 percent of the African-American students enrolled at the University availed themselves of the free tutoring services provided by Academic Support Services. On-site tutoring at the Multicultural Center will result in even greater tutoring contact hours for the multicultural student body, specifically African-American students.

Morehead State University is hopeful that the established Multicultural Student Services Center will result in improved retention in not only African-American students, but also all students who use the Center.

Since 1997, all budget units at Morehead State University have been required to develop a retention plan in conjunction with the University Retention Plan, which targets issues impacting the retention of all students. These plans are annually updated. Multicultural Student Services has implemented midterm intervention, academic monitoring, and other initiatives to help retain students. At the end of the fall and spring semesters, letters were sent to all students who had a semester or cumulative grade point average of less than 2.00. The Director and the Minority Student Services Coordinator met with students who received the letters and desired to make a change in the manner in which they had been approaching their education. These sessions emphasized the student's role in his or her success and encouraged students to avail themselves of support services. We believe the intervention of the Director and Coordinator will result in increased retention of undergraduates.

The "get-tough" probation policy implemented in the spring of 1997 has been reexamined and revised to its original version. Data showed that far fewer MSU students were being dismissed each semester when the pre-1997 version of the policy was in effect. The University fully expects to see increased retention of students as a result of returning to the pre-1997 version of the policy. This policy again allows students three semesters before they are dismissed for poor academic performance. Retention data, which will be available during the 2001-2002 school year, should illustrate the effectiveness of the policy.

Morehead State University alumni have agreed to serve as mentors to currently enrolled students of all color. Furthermore, the African-American Alumni Association affiliate to the Morehead State University Alumni Association has committed its financial support to the recruitment and retention of African-American students through scholarships and campus activities.

### **III. STUDENT GRADUATION – BACCALAUREATE DEGREE (Objective 4)**

The Early Intervention Program, on-site tutoring at the Multicultural Student Services Center, along with the Center for Academic Advising, will help increase the graduation rate of our African-American students. Since these are relatively new or enhanced programs, their success can only be measured in the future.

#### **IV. GRADUATE PROGRAM ENROLLMENT (Objective 5)**

All qualifying African-American graduate students serving as graduate assistants are eligible to receive discounted tuition, free housing, and a \$5,000 annual stipend from the University. African-American graduate assistants have worked in Multicultural Student Services and numerous departments across the campus.

In an effort to further enhance the recruitment of Kentucky resident African-American graduate students, the University has designated five additional graduate assistantships, which include a full tuition waiver, effective fall 2001. This waiver raises the annual graduate assistant stipend for Kentucky resident African-American graduate students from \$5,000 to \$8,000, in addition to providing free housing.

Morehead State University, in conjunction with the University of Kentucky and the University of Louisville, sponsors a fellowship program for African-American students to prepare for future potential employment at Morehead State University. These universities financially support recipients of the fellowships during their programs of doctoral studies. Two MSU graduate students are preparing for admission to UK doctoral programs in Communications and Kinesiology.

Morehead State University is continuing its visits to Historically Black Colleges and Universities, especially Kentucky State University. Also, beginning with the March 31, 2001, Preview Day, graduate admissions was and will continue to be represented.

The University has utilized various resources for recruiting African-American graduate students. The Kentucky Department of Education has provided access to its minority teacher data bank to recruit graduate students into the Teacher Education Program. Additionally, the University has sought African-American students for graduate programs from its own University Alumni database.

To assist in future graduate enrollment of African-American students, individual mailings were forwarded to all current junior and senior African-American students. This mailing invited these students to enroll in Morehead State University's graduate programs. Program coordinators met individually with all Kentucky resident African-American seniors to advise them about enhanced graduate assistantships.

#### **V. EMPLOYMENT OF AFRICAN-AMERICANS (Objective 6, 7 and 8)**

By the April 16 commitment of the University President, the authority of the Affirmative Action Officer was reinforced in all hiring processes. As a result, our AAO has intervened in nearly 100 employment searches and has actually terminated two searches to require compliance with the Plan.

The University has met its commitment to interview all African-American applicants minimally qualified for each job opening since April 16.

The University is proud to have reconstituted and renamed its Affirmative Action Committee to Campus Environment Team/Affirmative Action Committee. This action has expanded the Team's responsibilities. The Team's importance has been emphasized through the appointment of the Executive Vice President for Academic Affairs to the group. His appointment was further highlighted by his designation as a presidential appointment.

To additionally enhance the Team, the Affirmative Action Officer has been changed from a voting member to ex-officio status underscoring this person's consulting role to the Team.

In support of the report of the CET/AAC, the Affirmation Action Officer and the Team Chair participated in the OCR Campus Climate Seminar in Niagara Falls. In addition, the University has entered into a contract with William M. Mercer, Inc. to create campus climate surveys to be conducted in early fall 2001. These surveys will be directed toward faculty/staff, students, and the Morehead community.

The University has established a working agenda for the Team for the 2001-2002 school year. Furthermore, Morehead State has engaged Dr. Alvin Herring to conduct diversity-training workshops in August for the Team, as well as University students, personnel, and the Morehead community.

In support of the Action-Oriented Plans, funds have been reallocated to create a new position in Human Sciences to retain an African-American faculty member previously employed on a fixed-term contract. Funds were also reallocated to create two new permanent positions for African-American faculty in the Colleges of Business and Education. The African-American faculty member in the College of Education will supervise student teachers and teach courses.

The University is pleased to have increased its African-American faculty from 10 to 13 positions. Moreover, African-American professional/non-faculty have increased from 11 to 12. This increase is particularly notable since three African-Americans resigned for other professional opportunities between January and July 2001. Thus, to achieve an overall increase, the University has hired four African-Americans into professional/non-faculty positions since April 16. Two of these positions are in Athletics.

## **VI. CONCLUSION**

As a result of the University's clearly demonstrated aggressive approach and demonstrated actions to enhance diversity, Morehead State University respectfully requests that the qualitative waiver for the year 2001 be granted. Such approval will allow Morehead State to submit new academic degree programs to the Council on Postsecondary Education for approval. We are hopeful that many of our African-American students and potential applicants will find these programs attractive.